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**Sent:** 12/23/2020 8:01:01 PM  
**To:** OLEM OBLR [OLEMOBLR@epa.gov]  
**Subject:** January 20, 2021 will be a Federal Holiday for HQ Employees -- See guidance below

### **Inauguration Day (Jan 20) Guidance**

- By law, Inauguration Day is established as a holiday only for Federal employees “employed in” the statutorily defined Inauguration Day area. For EPA, this area is limited to employees who work at the Federal Triangle and Potomac Yards complexes, and employees with an official worksite in:
  - the District of Columbia;
  - Montgomery County and Prince Georges County in Maryland; and
  - Arlington County, Fairfax County, Fairfax City, Alexandria, and Falls Church in Virginia.
- Since most employees are regularly teleworking due to COVID-19, OPM modified the normal rules for applying the Inauguration Day holiday. This modification will consider teleworking employees to be “employed in” the Inauguration Day area even though they are scheduled to telework outside that area on January 20, if the following conditions are met:
  - The employee’s official worksite is located in the Inauguration Day area;
  - But for the COVID-19 national emergency, the employee would be scheduled to work at the official worksite at least 2 days per biweekly pay period; and
  - The employee’s telework location on January 20 is one from which the employee regularly commuted to the employee’s official worksite prior to the COVID-19 emergency or is within a realistic commuting distance from the official worksite (generally no more than 2.5 hours commuting time or 125 miles in distance).

OMS is working on providing additional guidance and issuing a mass mailer shortly

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